

1 DON SPRINGMEYER  
dspringmeyer@wrslawyers.com  
2 BRADLEY S. SCHRAGER (Admitted *Pro Hac Vice*)  
bschrager@wrslawyers.com  
3 JUSTIN JONES (SBN 218217)  
jjones@wrslawyers.com  
4 WOLF, RIFKIN, SHAPIRO, SCHULMAN & RABKIN, LLP  
3556 E. Russell Road, Second Floor  
5 Las Vegas, Nevada 89120  
Telephone: (702) 341-5200  
6 Facsimile: (702) 341-5300

7 MATTHEW OSTER (SBN 190541)  
moster@wrslawyers.com

8 ERIC LEVINRAD (SBN 169025)  
elewinrad@wrslawyers.com

9 RICARDO ROZEN (SBN 279151)  
rrozen@wrslawyers.com

10 WOLF, RIFKIN, SHAPIRO, SCHULMAN & RABKIN, LLP  
11400 West Olympic Boulevard, 9<sup>th</sup> Floor  
11 Los Angeles, California 90064-1582  
Telephone: (310) 478-4100  
12 Facsimile: (310) 479-1422

13 *Attorneys for Plaintiffs*

14  
15 UNITED STATES DISTRICT COURT

16 NORTHERN DISTRICT OF CALIFORNIA, OAKLAND DIVISION  
17

18 HOLLY GEHL; CHRIS ARMENTA;  
19 et al. each on behalf of  
himself/herself, and on behalf of all  
20 others similarly situated,

21 Plaintiffs,

22 vs.

23 T-BIRD RESTAURANT GROUP,  
INC., a California corporation; T-  
24 BIRD NEVADA, LLC, a Nevada  
Limited Liability Company; and  
DOES 1 through 100, Inclusive,

25 Defendants.  
26

Case No. 4:13-cv-05961-KAW

[Judge Kandis A. Westmore]

CLASS ACTION

**~~[PROPOSED]~~ ORDER AMENDING  
IN PART SEPTEMBER 28, 2015  
ORDER GRANTING  
PRELIMINARY APPROVAL OF  
CLASS ACTION SETTLEMENT**

Date: December 17, 2015

Time: 11:00 a.m.

Courtroom: 3

Complaint filed November 8, 2013

1 This matter came on for hearing on December 17, 2015 at 11 a.m., in  
2 Courtroom 3 of the above-captioned Court on the parties' Joint Motion for  
3 Hearing on Data Issues re Class Action Settlement.

4 The Court, having fully reviewed the Joint Motion and Joint Brief  
5 submitted by the parties, and having been advised of the adjustment to the  
6 settlement agreement which the parties negotiated, and the amendment to the  
7 Stipulation of Class Action Settlement, and having carefully analyzed the  
8 Amendment to the Stipulation of Settlement, **THE COURT HEREBY MAKES**  
9 **THE FOLLOWING DETERMINATIONS AND ORDERS:**

10 1. The Court finds on a preliminary basis that the Stipulation of  
11 Settlement filed in this action on July 14, 2015, as amended by the Amendment  
12 to the Stipulation of Settlement filed in this action on December 16, 2015, both  
13 of which are incorporated herein by this reference in full and made a part of this  
14 Order of Preliminary Approval, appears to be within the range of reasonableness  
15 of a settlement which could ultimately be given final approval by this Court.

16 2. It further appears to the Court on a preliminary basis that: (a) the  
17 proposed Settlement amount, as amended, is fair and reasonable to the  
18 Settlement Class Members when balanced against the probable outcome of  
19 further litigation in relation to certification of the class, liability, damages issues  
20 and potential appeals; (b) significant investigation, formal and informal  
21 discovery, research, and litigation have been conducted such that counsel for the  
22 Parties at this time are able to reasonably evaluate their respective positions; (c)  
23 settlement at this time will avoid substantial costs, delay and risks that would be  
24 presented by the further prosecution of the litigation; and (d) the proposed  
25 Settlement, as amended, has been reached as the result of intensive, serious and  
26 non-collusive negotiations between the Parties facilitated by an experienced  
27 wage and hour mediator and by further good faith, arm's length negotiations

1 between the parties regarding an amendment to the Settlement in light of certain  
2 newly discovered data which was brought to the Court's attention.

3         3. Accordingly, good cause appearing, the court extends its previous  
4 Preliminary Approval of Class Action Settlement to the Settlement as amended,  
5 and as a part of said preliminary approval, the Court hereby accepts and  
6 incorporates the Stipulation of Settlement, as amended.

7         4. The Court further finds that the proposed class notice, "Notice of  
8 Class Action Settlement" and "Claim Form" which are attached to this order as  
9 Exhibits "A" and "B", respectively, fairly, plainly and adequately advises  
10 Settlement Class Members of (a) the pendency of the Class Action, (b)  
11 preliminary Court approval of the proposed Settlement; (c) the date of the Final  
12 Fairness / Approval Hearing; (d) the terms of the proposed Settlement and the  
13 benefits available to Settlement Class Members thereunder, (e) the right to make  
14 a claim for his or her proportional share of the settlement proceeds and  
15 procedure and deadline for doing so, (f) the amount he or she can expect to  
16 receive if they choose to participate in the Settlement; (g) the right to object to  
17 the settlement and procedure and deadline for doing so; (h) the right to request  
18 exclusion and procedure and deadline for doing so; and (i) the right to file  
19 documentation in support of or in opposition to, and to appear in connection  
20 with, said hearing. The Court further finds that the Notice and Claim Form  
21 clearly comport with all constitutional requirements, including those of due  
22 process.

23         5. Accordingly, good cause appearing, the Court hereby APPROVES  
24 the Notice of Class Action Settlement and the Claim Form.

25         6. The Court further finds that the mailing to the last known address of  
26 Settlement Class Members as specifically described within the Stipulation of  
27 Settlement, with measures taken for verification of an address and skip tracing

1 set forth therein, and, in the case of mailings returned as undeliverable with no  
2 such mailing resending such mailings to the current address listed with the  
3 National Change of Address Database or obtained as a result of skip-tracing,  
4 constitutes an effective method of notifying Settlement Class Members of their  
5 rights with respect to the class action and the settlement. Accordingly, it is  
6 hereby ORDERED that:

7           a.     On or before **December 28, 2015**, Simpluris, Inc., the  
8           previously appointed Settlement Administrator (“Settlement  
9           Administrator”) shall mail the Notice of Settlement, the Claims Form, and  
10          the Exclusion Letter, attached as Exhibit “H” to this order, (collectively  
11          “Notice Packet”) via First-Class mail using the United States Postal  
12          Service (“U.S. Postal Service”) to the most recent address known for each  
13          Settlement Class Member, employing the procedures specified in the  
14          Court’s September 28, 2015 Order.

15          b.     The Settlement Administrator shall also set up and maintain a  
16          website containing: (1) the information about the Settlement set forth in  
17          Exhibit “C” to this order; (2) links to the following documents: (i) Notice  
18          of Class Action Settlement; (ii) Claim Form; (iii) Stipulation of  
19          Settlement; and (iv) this Order Granting Preliminary Approval of Class  
20          Action Settlement; (3) a link to an online version of the Claim Form  
21          containing the information set forth in Exhibit “D” to this order and which  
22          permits class members to complete and submit their claim forms to the  
23          Settlement Administrator online.

24          c.     Defendants shall post information about the proposed  
25          Settlement and claims process at the California Outback Restaurants in the  
26          form attached as Exhibit “F” to the Stipulation of Settlement, and will  
27          make generic request for claims forms available in the California Outback  
28

1 Restaurants in the form attached as Exhibit “G” to the Stipulation of  
2 Settlement readily available to Settlement Class Members upon request at  
3 each of the California Outback restaurants.

4 d. On or before **January 11, 2016**, [31 days prior to the *Claims*  
5 *deadline*], Plaintiffs’ counsel shall file a motion for attorney’s fees, setting  
6 such motion for hearing on the same date and time as the Final Fairness /  
7 Approval Hearing.

8 e. On or before **January 22, 2016**, [20 days prior to the *Claims*  
9 *deadline*], the Settlement Administrator shall mail a postcard to all  
10 members of the Settlement Class, who have not by that date, returned a  
11 Claim Form, or a request to be excluded, of the deadline to submit a Claim  
12 Form.

13 f. On or before **February 11, 2016**, [45 days following initial  
14 mailing of the *Class Notice*], Claim Forms must be postmarked and  
15 returned to the Settlement Administrator.

16 g. On or before **February 11, 2016**, [45 days following initial  
17 mailing of the *Class Notice*], any Class Member who wishes to dispute or  
18 challenge the employment information upon which their payment is based,  
19 must be postmarked and returned to the Settlement Administrator.

20 h. On or before **February 11, 2016**, [45 days following the  
21 initial mailing of the *Class Notice*] objections to the Settlement in the  
22 manner set forth in the Notice of Class Settlement must be postmarked and  
23 returned to the Settlement Administrator and also served on Counsel for  
24 the Parties. Class Members who have not timely filed and/or served  
25 written objections in the manner specified in the Notice of Class Action  
26 Settlement shall be deemed to have waived any objections, shall be  
27

1 foreclosed from making any objection to the settlement, and shall not be  
2 heard at the Final Approval Hearing.

3 i. On or before **February 11, 2016** , [45 days following the  
4 *initial mailing of the Class Notice*], where a Class Member has submitted  
5 an objection submitted in accordance with the Notice of Class Settlement  
6 and the preceding paragraph, such a Class Member may also be heard at  
7 the Final Approval Hearing if they have provide written notice of their  
8 intention to appear at the Final Approval Hearing which is postmarked and  
9 returned to the Settlement Administrator and served on Counsel for the  
10 Parties.

11 7. IT IS FURTHER ORDERED that the Final Fairness / Approval  
12 Hearing and the hearing on Plaintiffs' Attorneys' Motion for an Award of  
13 Attorneys' Fees shall be held before the undersigned on **April 7, 2016**, at 11:00  
14 a.m., in Courtroom 4 of the United States District Court for the Northern District of  
15 California, 1301 Clay Street, 3rd Floor, Oakland, CA 94612 to consider the  
16 fairness, adequacy and reasonableness of the proposed Settlement preliminarily  
17 approved by this Order of Preliminary Approval, and to consider the requests for  
18 the Class Representative's Service Payments, Settlement Administration  
19 payment and for Class Counsel's Attorneys' fees and costs payments. All briefs  
20 and materials in support of an Order of Granting Final Approval and Entering  
21 Judgment shall be filed with this Court on or before **March 2, 2016**.

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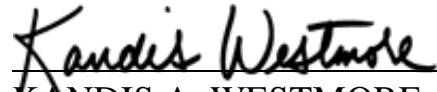
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1           8.     IT IS FURTHER ORDERED that the Court's September 28, 2015  
2 Order granting Preliminary Approval of Class Action Settlement shall remain in  
3 full force and effect, except as expressly modified by this order.

4           IT IS SO ORDERED.

5  
6 Dated: December 21, 2015

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8   
9 KANDIS A. WESTMORE  
United States Magistrate Judge